

IMPROVING HUMAN CAPITAL
Priority Number 5
Discussion Outline

I. BACKGROUND/OBJECTIVE:

- Succession Planning
- Restructuring and Downsizing
- Preserve Current Employee Knowledge, Skills, Abilities
- Limited New Employees Hired
- Reduced Training Opportunities

II. POTENTIAL IMPACT:

- Agency Must Address Work Environment
- Business Result Driven

III. PROGRESSIVE STEPS:

1. Human Asset Champion:
 - a. Single Point Person
 - b. Lead the Initiative for the Agency
2. Human Asset Culture Assessment:
 - a. Work Environment Assessment
 - b. Employee Goal is 80%
 - c. 14 Key Themes
3. Leadership Needs Assessment (LNA):
 - a. Development of Training Tools Needed
 - b. Employees to be Assessed and Cost
 - c. Leadership Skill Areas

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4. IHS University:

- a. Virtual and Centralized Communication Point
- b. Partnerships with Educational Institutions
- c. LNA Guides Content of the University
- d. Identify University Liaisons
- e. Framework for the IHS University

5. People Resource Planning:

- a. Identify Strengths and Opportunities
- b. Forecasting Future Leadership Needs

6. Pay for Performance:

- a. Perform Market Evaluation
- b. Report and Recommendations